

## No FEAR Act

| Overall Complaints Activity                       | 2014 | 2013 | 2012 | 2011 | 2010 | 2009 |
|---|------|------|------|------|------|------|
|   |      |      |      |      |      |      |
| Complaints carried over from previous fiscal year | 0    | 9    | 9    | 9    | 9    | 4    |
| Complaints filed in fiscal year                   | 9    | 9    | 8    | 6    | 4    | 6    |
| Complaints closed in fiscal year                  | 9    | 2    | 7    | 3    | 4    | 2    |
| Pending Complaints                                | 9    | 9    | 10   | 12   | 9    | 8    |

| Complainants   | 2014 | 2013 | 2012 | 2011 | 2010 | 2009 |
|--|------|------|------|------|------|------|
|  |      |      |      |      |      |      |
| Complainants carried over from previous fiscal year        | 0    | 9    | 9    | 9    | 9    | 4    |
| Complainants in fiscal year                                | 9    | 9    | 8    | 6    | 2    | 6    |
| Complainants who filed 2 or more complaints in fiscal year | 0    | 0    | 0    | 2    | 2    | 0    |

| Complaints by Basis | 2014 | 2013 | 2012 | 2011 | 2010 | 2009 |
|---------------------|------|------|------|------|------|------|
|                     |      |      |      |      |      |      |
| Race                | 2    | 6    | 3    | 3    | 6    | 3    |
| Color               | 2    | 0    | 1    | 1    | 0    | 0    |
| Religion            | 0    | 0    | 0    | 0    | 0    | 0    |
| National Origin     | 0    | 3    | 1    | 2    | 6    | 0    |
| Sex                 | 2    | 3    | 2    | 0    | 0    | 0    |
| Disability          | 3    | 2    | 3    | 0    | 1    | 2    |
| Age                 | 0    | 1    | 1    | 0    | 0    | 1    |
| Reprisal            | 1    | 6    | 2    | 5    | 1    | 0    |
| Equal Pay           | 1    | 0    | 0    | 0    | 0    | 0    |
| Non-EEO Basis       | 0    | 0    | 0    | 0    | 1    | 1    |

| Complaints by Issue         | 2014 | 2013 | 2012 | 2011 | 2010 | 2009 |
|-----------------------------|------|------|------|------|------|------|
|                             |      |      |      |      |      |      |
| Appointment/hire            | 1    | 0    | 4    | 1    | 0    | 0    |
| Assignment of Duties        | 0    | 3    | 1    | 0    | 1    | 0    |
| Awards                      | 0    | 3    | 0    | 0    | 0    | 0    |
| Conversions to full-time    | 0    | 0    | 0    | 0    | 0    | 0    |
| <u>Disciplinary Action:</u> | 0    | 0    | 0    | 0    | 0    | 0    |
| a) Demotion                 |      |      |      |      |      |      |
| b) Reprimand                | 0    | 0    | 0    | 1    | 0    | 0    |
| c) Suspension               |      | 0    | 0    | 1    | 0    | 0    |
| d) Removal                  | 0    | 0    | 0    | 0    | 0    | 0    |
| e) Retaliation              | 2    | 0    | 0    | 2    | 0    | 0    |
| f) Other                    | 0    | 1    | 1    | 0    | 0    | 0    |
| Duty Hours                  | 0    | 0    | 0    | 0    | 0    | 0    |
| Evaluation/appraisal        | 0    | 3    | 1    | 0    | 0    | 0    |

**N/A- Not Available or Not Applicable**

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| <b>Complaints by Issue</b>    | <b>2014</b> | <b>2013</b> | <b>2012</b> | 2011 | 2010 | 2009 |
|-------------------------------|-------------|-------------|-------------|------|------|------|
| Examination/test              | 0           | 0           | 0           | 0    | 0    | 0    |
| Harassment:                   | 1           | 3           | 0           | 0    | 2    | 1    |
| a) Non-Sexual                 | 0           | 0           |             |      |      |      |
| b) Sexual                     |             |             |             |      |      |      |
| Medical Examination           | 0           | 0           | 0           | 0    | 0    | 0    |
| Pay Including overtime        | 0           | 0           | 0           | 0    | 0    | 0    |
| Promotion/Non-Selection       | 0           | 2           | 0           | 1    | 1    | 5    |
| Reassignment:                 | 0           | 0           | 0           | 0    | 0    | 0    |
| a) Denied                     |             | 0           |             |      |      |      |
| b) Directed                   |             |             |             |      |      |      |
| Reasonable Accommodation      | 2           | 3           | 0           | 0    | 1    | 1    |
| Reinstatement                 | 0           | 0           | 3           | 0    | 0    | 0    |
| Retirement                    | 0           | 0           | 0           | 0    | 0    | 0    |
| Termination                   | 0           | 0           | 0           | 0    | 0    | 0    |
| Terms/condition of employment | 0           | 0           | 0           | 0    | 0    | 0    |
| Time and Attendance           | 0           | 0           | 0           | 0    | 0    | 0    |
| Training                      | 0           | 3           | 0           | 0    | 0    | 0    |

| <b>Complaints Pending From Previous Fiscal Year by Status</b> | <b>2014</b> | <b>2013</b> | <b>2012</b> | 2011 | 2010 | 2009 |
|---|-------------|-------------|-------------|------|------|------|
|   |             |             |             |      |      |      |
| Investigation   | 0           | 5           | 2           | 2    | 3    | 0    |
| Hearing   | 3           | 3           | 3           | 3    | 5    | 3    |
| Final agency action   | 0           | 0           | 0           | 0    | 0    | 1    |
| Appeals   | 0           | 3           | 1           | 0    | 1    | 0    |
| Written notice  | 0           | 0           | 0           | 0    | 0    | 0    |

| <b>Average Processing Time of Pending Complaints (In Days)</b> | <b>2014</b> | <b>2013</b> | <b>2012</b> | 2011 | 2010 | 2009 |
|--|-------------|-------------|-------------|------|------|------|
|  |             |             |             |      |      |      |
| Investigation  | 215         | 79          | 67          | 40   | 36   | 35   |
| Hearing Requested with EEOC                                    | 110         | 97          | 107         | 67   | 65   | 60   |
| No hearing Requested   | 0           | 0           | 0           | 0    | 0    | 0    |
| Final agency action  | 0           | 0           | 0           | 0    | 0    | 30   |

| <b>Pending Complaints not Timely Investigated</b> | <b>2014</b> | <b>2013</b> | <b>2012</b> | 2011 | 2010 | 2009 |
|---|-------------|-------------|-------------|------|------|------|
|   |             |             |             |      |      |      |
| Pending Investigations over 180 days              | 0           | 0           | 0           | 0    | 0    | 0    |

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| Complaints Dismissed Without An Investigation | 2014 | 2013 | 2012 | 2011 | 2010 | 2009 |
|---|------|------|------|------|------|------|
|   |      |      |      |      |      |      |
| Total Complaints                              | 0    | 0    | 0    | 1    | 0    | 0    |
| Average pending time in days                  | 0    | 0    | 0    | 0    | 0    | 0    |

| Finding of Discrimination/Final Agency Actions by Total Complaints | 2014 |   | 2013 |   | 2012 |   | 2011 |   | 2010 |   | 2009 |   |
|--|------|---|------|---|------|---|------|---|------|---|------|---|
|  |      |   |      |   |      |   |      |   |      |   |      |   |
|  | #    | % | #    | # | %    | # | %    | # | %    | # | %    | # |
| With hearing   | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 |
| Without hearing  | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 |

| Finding of Discrimination/Final Agency Action by Basis | 2014 |   | 2013 |   | 2012 |   | 2011 |   | 2010 |   | 2009 |   |
|--|------|---|------|---|------|---|------|---|------|---|------|---|
|  |      |   |      |   |      |   |      |   |      |   |      |   |
|  | %    | # | %    | % | #    | % | #    | % | #    | % | #    | % |
| Race   | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 |
| Color  | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 |
| Religion   | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 |
| National Origin  | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 |
| Sex  | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 |
| Disability   | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 |
| Age  | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 |
| Reprisal   | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 |
| Equal Pay  | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 |

| Finding of Discrimination/Final Agency Action by Issue | 2014 |   | 2013 |   | 2012 |   | 2011 |   | 2010 |   | 2009 |   |
|--|------|---|------|---|------|---|------|---|------|---|------|---|
|  | %    | # | %    | % | #    |   | %    |   | #    |   | %    | # |
| Appointment/hire                                       | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 |
| Assignment of duties                                   | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 |
| Awards   | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 |
| Conversion to full-time                                | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 | 0    | 0 |